

Attachment 1: GOALS/FEATURES CHART

**DEPARTMENT OF ENERGY
PERFORMANCE MANAGEMENT SYSTEM
FOR
MANAGERS AND SUPERVISORS**

SYSTEM GOALS	SYSTEM FEATURES
MANAGERIAL ACCOUNTABILITY	<ul style="list-style-type: none">• fiscal year performance cycle• individual performance plans linked to organization's strategic plan and mission objectives• separate and equal emphasis on program results and managerial behaviors through 2 critical elements:<ul style="list-style-type: none">(1) program accomplishments(2) managerial attributes• rating and reviewing levels ensure higher level involvement
MEANINGFUL DISTINCTIONS AMONG PERFORMERS	<ul style="list-style-type: none">• four performance rating levels, with a separate rating level of "significantly exceeds expectations"• prescribed rating process• level below "meets expectations" requires remedial action
TOP PERFORMERS REWARDED	<ul style="list-style-type: none">• performance awards mandatory for those who significantly exceed expectations• top performers must receive substantial award amounts (e.g., 5% of pay)